

**REGION 3 - FISH AND WILDLIFE SERVICE**  
**TEMPORARY EMPLOYMENT CERTIFICATE OF ELIGIBLES**  
(TEMPORARY APPOINTMENT NTE 1 YEAR)

POSITION

LOCATION

CERTIFICATE NO.

ACTION      Group I Eligibles -- CP (10 Point Veterans Preference based on a compensable service-connected disability of 10 percent or more)

ACTION      Group II Eligibles -- XP (10 Point Veterans Preference based on other than compensable disability)

ACTION      Group III Eligibles -- TP (5 Point Veterans Preference)

ACTION      Group IV Eligibles -- NV (Non-Veteran)

#Name Request    \*Subject to completion of degree/coursework, or verification of education.

(Signature)

Personnel Staffing Specialist

Date

THIS CERTIFICATE IS VALID THROUGH CLOSE OF BUSINESS \_\_\_\_\_

Symbols used in reporting action—A-Selected; D-Declined; NS-Considered, but not selected;  
FR-Failed to Reply.

NOTE: Within each group, a veteran may not be passed over and a non-veteran selected unless reasons for objecting to the veteran are submitted and approved by the Personnel Officer.